
Remuneration Committee

MONDAY, 13TH DECEMBER, 2010 at 18:30 HRS - CIVIC CENTRE, HIGH ROAD, WOOD GREEN, N22 8LE.

MEMBERS: Councillors Meehan (Chair), Bull, Goldberg, Gorrie, Kober and Whyte

AGENDA

1. APOLOGIES FOR ABSENCE

2. URGENT BUSINESS

The Chair will consider the admission of any late items of urgent business. (Late items will be considered under the agenda item where they appear. New items will be dealt with at items 5 & 10 below)

3. DECLARATIONS OF INTERESTS

A member with a personal interest in a matter who attends a meeting of the authority at which the matter is considered must disclose to that meeting the existence and nature of that interest at the commencement of that consideration, or when the interest becomes apparent.

A member with a personal interest in a matter also has a prejudicial interest in that matter if the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice the member's judgment of the public interest **and** if this interest affects their financial position or the financial position of a person or body as described in paragraph 8 of the Code of Conduct **and/or** if it relates to the determining of any approval, consent, licence, permission or registration in relation to them or any person or body described in paragraph 8 of the Code of Conduct.

4. MINUTES (PAGES 1 - 4)

To confirm the unrestricted minutes of the meeting held on 29 October 2009.

5. NEW ITEMS OF UNRESTRICTED URGENT BUSINESS

To consider any items of unrestricted urgent business admitted at agenda item 2 above.

6. EXCLUSION OF THE PUBLIC AND PRESS

The following items are likely to be subject of a motion to exclude the press and public from the meeting as they contain exempt information as defined in section 100A of the Local Government Act 1972 paras 1 & 2 ; information relating to any individual, or information which is likely to reveal the identity of an individual.

7. CHIEF OFFICER/ SENIOR MANAGER JOB EVALUATIONS (PAGES 5 - 6)

Report of the Chief Executive to update the Committee about the application of the job evaluation scheme for Chief Officers in the last 12 months.

8. PERFORMANCE APPRAISAL FOR CHIEF EXECUTIVE, CHIEF OFFICERS & SENIOR MANAGERS 2009/10 (PAGES 7 - 14)

Report of the Chief Executive to report on the application of the performance appraisal scheme for Senior Managers, Chief Officers and the Chief Executive.

9. EXEMPT MINUTES (PAGES 15 - 22)

To confirm the exempt minutes of the meeting held on 29 October 2009.

10. NEW ITEMS OF EXEMPT URGENT BUSINESS

To consider any items of exempt urgent business admitted under agenda item 2 above.

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Friday, 3 December 2010

UNRESTRICTED MINUTES OF THE REMUNERATION COMMITTEE
THURSDAY, 29 OCTOBER 2009

PRESENT: * denotes attendance

Councillors Allison*, Bull*, Gorrie, Kober*, Butcher*, B. Harris* and Meehan* (Chair)

Also Present: Mr S. Young – Assistant Chief Executive – People and Organisational Development
 Mr S. Davies – Head of Human Resources
 Mr R. Penn – Independent Adviser to the Committee
 Mr C. Hart – Committee Manager

MINUTE NO.	SUBJECT/DECISION	ACTION BY
RECO01.	<p>APOLOGIES FOR ABSENCE</p> <p>An apology for absence was received on behalf of Councillor Gorrie.</p> <p>NOTED</p>	
RECO02.	<p>URGENT BUSINESS</p> <p>The Chair asked if there were any items of urgent business.</p> <p>The Clerk to the Committee – Mr Hart advised that there were no items of unrestricted or exempt urgent business. However Item 9 on the agenda had been marked 'TO FOLLOW' on the agenda and sent after the agenda had been despatched. Officers would give the reasons for lateness at the commencement of the item.</p> <p>NOTED</p>	
RECO03.	<p>DECLARATIONS OF INTERESTS</p> <p>There were no Member declarations.</p> <p>The Head of Personnel – Mr Davies advised the Committee that the Assistant Chief Executive – People and Organisational Development – Mr Young, and himself were declaring an interest as officers of the Authority who were affected by Item 9 on the agenda as it related to all Chief Officer appraisals, of which they were both. Mr Young advised that they would leave the proceedings during this item if this was required and the Independent Adviser – Mr Penn would cover for them.</p> <p>NOTED</p>	
RECO04.	<p>MINUTES</p> <p>RESOLVED</p> <p>That the Chair be authorised to sign the unrestricted minutes of the</p>	

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	meetings held on 23 June, and 23 July 2008 as an accurate record of the proceedings.	
RECO05.	<p>RECRUITMENT OF CHIEF EXECUTIVE</p> <p>The Chair asked for an introduction of the report.</p> <p>The Head of Personnel – Mr Davies informed the Committee the matter was reported at this meeting followed on from the approval of the General Purposes Committee in September 2009 to agree the recruitment process to appoint a new Chief Executive. The recruitment process was underway with interviews now scheduled for 3 and 4 November 2009. The Interview panel had also been agreed with 7 Members (4 majority and 3 minority members) sitting on the Interview Panel. The Remuneration Committee was now asked to consider the grading level for the new Chief Executive at a salary level of £175,724 to £199,736 with additional performance points based on April 2008 rates of pay.</p> <p>(Councillor Kober arrived at 18.34hrs).</p> <p>Mr Davies advised the Committee that as part of the attraction strategy a review of the grade of the postholder had been recognised to attract the right calibre of officer and therefore the post of Chief Executive had been advertised at a salary c.£190k. This had been based on the advice of the Chief Officer recruitment specialist – SOLACE who had been appointed as the external recruitment consultant, and this figure had been benchmarked with 2 other recent Chief Executive vacancies advertised in the London Boroughs of Ealing, and Tower Hamlets. Mr Davies advised that the interview panel had met to discuss the recruitment process, and as part of the discussion the salary of the post had been considered and a decision had been reached to advertise at c.£190K.</p> <p>(Councillor Bull arrived at 18.38hrs.)</p> <p>Mr Davies concluded that the Remuneration Committee were therefore asked agree the grade of the new Chief Executive with a salary range of £175,724 to £199,736 with additional performance points, noting that the advert had stated c.£190K.</p> <p>The Chair thanked Mr Davies for his introduction and asked if there were any points of clarification or comment.</p> <p>Councillors Allison and Bull sought clarification as to the number of applications received and the resultant number shortlisted, and whether there were any internal candidates. Mr Davies responded that 13 applications had been received, with 3 being rejected and 10 put forward for long listing.</p> <p>The Assistant Chief Executive – People and Organisational Development – Mr Young advised that from the 10 applications put forward for long listing, 5 had been shortlisted for final assessment and</p>	

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	<p>interview. Mr Young also advised that there were no internal applicants.</p> <p>In response to further points of clarification from Councillor Butcher in relation to the salary range, and the need to attract a particular calibre given the difficulties that the Authority had been faced with during the last 12 months Mr Young advised that discussions had taken place with the executive search consultants – SOLACE in respect of the current market and the likely attraction of a suitable candidate at a rate comparable to that paid in another London Borough.</p> <p>Councillor Kober commented that the LB Tower Hamlets Chief Executive position had been advertised at £190K, and LB Ealing's at £167K with a 25/30% performance related bonus. It was also the case that in terms of salaries paid in the LB Haringey in comparison to other LB's Haringey was not known for high paying salaries, and paid at below the median figure, but in order to attract the required calibre of Chief Executive, on the advice of SOLACE the post was advertised just above the median level.</p> <p>The Chair then summarised and it was:</p> <p>RESOLVED</p> <p>That the grade for the new Chief Executive be £175,724 to £199,736 with additional performance points as identified in paragraph 9 of the report based on April 2008 rates of pay, and that it be noted that the post had been advertised at c.£190k to attract the right calibre of candidate.</p>	
RECO06.	<p>NEW ITEMS OF UNRESTRICTED URGENT BUSINESS</p> <p>There were no items of urgent unrestricted business.</p> <p>NOTED</p>	
RECO07.	<p>EXCLUSION OF THE PUBLIC AND PRESS</p> <p>RESOLVED</p> <p>That the press and public be excluded from the meeting as Item 9 contained exempt information as defined in section 100A of the Local Government Act 1972; namely information relating to particular employees.</p>	
RECO08.	<p>MINUTES</p> <p>AGREED the exempt minutes of meetings held on 23 June, and 23 July 2008.</p>	
RECO09.	<p>PERFORMANCE APPRAISAL FOR CHIEF EXECUTIVE, CHIEF OFFICERS & SENIOR MANAGERS 2008/09 - TO FOLLOW</p> <p>AGREED the recommendations as contained in the report.</p>	

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	Councillors Allison and Butcher's abstention noted.	
RECO10.	NEW ITEMS OF EXEMPT URGENT BUSINESS There were no items of urgent exempt/confidential business. NOTED	

There being no further business to discuss the meeting ended at 19.46hrs.

COUNCILLOR GEORGE MEEHAN

Chair

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of the Local Government Act 1972.

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